



EMPLOYMENT TRIBUNALS

Claimant: Mr L Lawson

Respondent: Costco Wholesale UK Limited

Heard at: London South

On: 20-21/09/2021

Before: Judge McLaren

Members: Mr. G Anderson

Mrs. N Beeston

Representation

Claimant: In Person

Respondent: Ms. G Rezaie, Counsel

JUDGMENT

The unanimous decision of the tribunal is that

1. The complaint of unfair dismissal is not well founded. This means that the respondent fairly dismissed the claimant.
2. The respondent has not contravened section 13 Equality Act 2010 either by failing to get in touch with the claimant during his sickness absence, in particular in relation to contact regarding possible dismissal, or by dismissing him.
3. The respondent has not contravened section 15 of the Equality Act 2010 either by failing to get in touch with the claimant during his sickness absence, in particular in relation to contact regarding possible dismissal or by dismissing him.
4. This means the claims for disability discrimination do not succeed.
5. The claim for breach of contract does not succeed. The claimant was not entitled to payment in lieu of notice.

Employment Judge **McLaren**

Date:22.09.21